

EQUALITY IMPACT ASSESSMENT

Overview Details			
Function /Department	Operational Response	Date Of analysis	20 th January 2023
Title and overview of what is being assessed / considered	Functional Delivery Plan 2023 - 24	Review Date	
Who will be affected by this activity? (Please tick)		Staff <input type="checkbox"/>	Public <input type="checkbox"/>
Author of Equality Impact Analysis	PM Paul Kay	Equality Analysis quality assured by (Member of the POD team)	

The purpose of undertaking an equality impact analysis and assessment is to understand the potential and/or actual impact that a service or policy may have on protected groups within the Equality Act (2010). The protected groups are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and / or belief
- Sex (gender)
- Sexual orientation
- Socio-economic disadvantage (Although not one of the 9 protected groups MFRA recognise that Socio-economic disadvantage affects many deprived communities within Merseyside.)

People who are protected from discrimination on the basis of any of these characteristics are described in this document as belonging to one or other “protected group”. In addition, equality analysis can be applied to groups of people not afforded protection by the Equality Act, but who often face disadvantage and stigma in life in general and when trying to access services & employment opportunities. Such groups include homeless people, sex workers, people who misuse drugs and other groups who experience socio economic disadvantage & others. This

template has been developed following consultation with staff and other external stakeholders including reference to the National Fire Chiefs Councils (NFCC) [equality impact assessment toolkit](#) as well as the [Maturity Models and Workforce Good Practice Frameworks](#) developed by the NFCC which MFRS will use to underpin EIAs as wider work on improvement.

Impact Analysis

1	<p>What evidence have you used to think about any potential impact on particular groups? (Please highlight any evidence that you have considered to help you address what the potential impact may be)</p> <p>Example evidence:</p> <ul style="list-style-type: none"> • ONS Census data • Regional or local demographic information • MFRS reports & data • NFCC Reports/Guidance • Home office/Local government Reports • Risk Assessments • Staff survey results • Research / epidemiology studies • Updates to legislation • Engagement records or analysis <p>NFCC Equality of Access documents – We encourage you to click on the following link to access a series of ‘equality of access documents’, developed by the National Fire Service Council (NFCC) & reference the data and information highlighted.</p> <p>Some aspects of these documents will help you provide information, awareness, and data to support:</p> <ul style="list-style-type: none"> • Integrated Risk Management Plans 	<p>The Operational Response FP sets out the key deliverables of the Operational Response Directorate for 2023/24, the services we currently provide and the new projects and services that we will be developing during the year.</p> <p>Contained within the FP are our main priorities and the actions we will take to achieve them. This Functional Plan shows how these will be implemented and achieved across the Service.</p> <p>During 2023/24 within Operational Response we aim to deliver over our two departments:</p> <p><u>SERVICE DELIVERY KEY DELIVERABLES</u></p> <ol style="list-style-type: none"> 1. We will evaluate and improve the effectiveness of our Operational Response to incidents. And produce guidance to support the management of assets at incidents for flexi duty senior managers and Fire Control. 2. Redesign of Fire Control suite including investment in new technologies. 3. Expand the skills and knowledge of operational staff at specialist stations through accredited qualification. To ensure effective operational response to high impact incidents identified by NSRA and local community risk register. 4. Supporting our vision of ‘One Team’, we will enhance knowledge, understanding and application for station-based staff through exposure of: <ol style="list-style-type: none"> (a) The leadership message and leadership behaviours (b) NFCC core code of ethics (c) Workforce positive action and knowing our communities (d) ED&I conversations, equality impact assessments and ED&I data (e) Coaching, mentoring & high potential programme
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- Service delivery strategies
- Positive action and recruitment plans
- Workforce improvement plans
- Community engagement activities
- and, will prompt conversations within the workplace.

Each document provides a significant amount of data and information, including research undertaken and risk-based evidence, and then goes into some ideas for actions which Services can use based on the information and their individual circumstances

- (f) Supporting internal staff networks to build staff capability to help support both personal performance & also their career progression.
- 5. Implement a structured framework for familiarisation, training and exercising with Cross Border neighbouring FRS'.
- 6. Embed the use of technology to support stations to be more efficient and effective in delivering their station plan.

HEALTH & SAFETY / OPERATIONAL ASSURANCE KEY DELIVERABLES

- 7. Continue to enhance our procedures to provide the most current information, instruction, and training for reducing exposure to FF contamination from toxic fire effluents.
- 8. Enhancements will support our response to the World Health Organisation's declaration of the Fire Fighter role being classified as carcinogenic and the pending release of the UCLan phase two report.
- 9. Conduct a review into the efficiency and effectiveness of the current Health and Safety Management System 'OSHENS'.
- 10. Evaluate Operational Assurance function to improve how we respond to assure incidents and align with NOG, NOL and the shared learning Fire Standard.
- 11. Undertake a programme of assurance for the progress made against HMICFRS actions from the 2022-23 action plan in relation to Ops discretion and decision logging.

When looking at the functional plan the following people will be affected by the proposed objectives

- All communities on Merseyside – **POSITIVE**
- Merseyside Fire and Rescue Authority employees – **POSITIVE**
- MFRS partners – **POSITIVE**

The following Monitoring data has been drawn and considered from a variety of areas, including but not restricted to:

- Partner FDPs / internal FDP's
- Performance Management Group (PMG),
- Operational Improvement Group (OIG),
- Station Plan updates,
- Appliance Movement Calendar,
- PIPS – performance; demographics
- E&D Manager/team,
- Service Delivery updates & Station audit feedback,
- Staff forums/Survey feedback/IRMP consultation
- Liverpool City/Wallasey/St. Helens Hybrid data/feedback
- HMICFRS Findings
- NFCC

Data that has been collated to inform the aims and objectives of the Response functional plan does not show, at this time, a disproportionate or negative impact on communities, staff or partners. It demonstrates a positive impact on safety and improved response and supports the development of a plan linked to risk, demand and vulnerability.

The research from the following has been taking into account:

NFCC Equality Impact Initial Screening Tool [Equality impact assessment toolkit | NFCC CPO \(ukfrs.com\)](#)

Core Code Of Ethics [Core Code of Ethics | NFCC CPO \(ukfrs.com\)](#)

Health & Safety Executive (HSE)

Staff Survey / Staff Forums

Chartered Institute of Personnel and Development (CIPD)

Performance DATA

		<p>Other Fire & Rescue Services</p> <p>Current Hybrid data/feedback</p> <p>His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) findings Merseyside - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) – Home (justiceinspectors.gov.uk)</p> <p>University of Central Lancashire (UCLAN) Fire Effluents Report Fire contaminants linked to significant physical and mental health issues among UK firefighters - UCLan</p> <p>This has highlighted :</p> <ul style="list-style-type: none"> • The need for continual improvement • Sharing of Learning and Best Practice across the Service and wider Fire Service community • New Hybrid staffing model works and meets its objectives for the Service and the staff with no negative EDI impacts identified at this time. • Performance modelling indicates that proposed changes will improve overall response standards • Staff Survey Results show excellent engagement levels across the service. • Contamination survey by UCLan identifies generic contamination issues to which the service is making recommendations towards. 	
2	<p>Do you have all the evidence you need in order to make an informed decisions about the potential impact? (Please tick)</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>If you feel that you have enough evidence, then you will not need to undertake any engagement activity</p>	<p>No <input type="checkbox"/></p> <p>If you feel that you do not have enough evidence to make an informed decision then you will need to undertake engagement activity with the staff or members of the public as applicable</p>

<p>3</p>	<p>What engagement is taking place or has already been undertaken to understand any potential impact on staff or members of the public?</p> <p>Examples include:</p> <p><u>Public</u></p> <ul style="list-style-type: none"> • Interviews • Focus groups • Public Forums • Complaints, comments, compliments <p><u>Staff</u></p> <ul style="list-style-type: none"> • Staff events / workshop • Existing staff meetings / committees • Staff Networks • Representative Bodies • Annual Staff Survey questions 	<p>Operational Response have liaised/consulted with:</p> <ul style="list-style-type: none"> • Internal Functional Delivery Plan (FDP) owners, • Strategy and Performance, • SMEs, • Equality and Diversity Management, • Station Personnel, • Station Managers. • H&S team / OA team <p>The consultation with the identified parties led to a streamlined Functional Plan which is inclusive and also positive in terms of equality impact on the persons who may be affected by it.</p>	
<p>4</p>	<p>Will there be an impact against the protected groups as described in the Equality Act (2010)?</p> <p>Summarise what impact there may be against each of the protected groups. Embed or provide a hyperlink to any reports or electronic files to which you are referring.</p> <p>Please remember when considering any possible impacts, these may be positive or negative and that there may be different impacts for our own staff when compared to those possible impacts on members of the community. Please detail clearly if the impacts are for staff or the wider community.</p> <p>It is also important to note that there may not be an impact on some of the protected groups if this</p>	<p>What is the actual or potential impact on age?</p> <p>Sections 1-3 above indicate that there is no perceived negative impact on age at this stage. The proposals identified within the Response plan offer the same opportunity to staff regardless of age. They do not impact disproportionately or negatively on the communities either. As proposals progress, they will continue to be monitored for any equality impact on this or the other protected characteristics.</p> <p>The response function is acutely aware of the ageing population & its impact on community risk and behaviours and will therefore look to work with colleagues within S&P and other function to ensure age diversity is integral part of thinking and practice</p>	<p>Not applicable</p> <p><input type="checkbox"/></p>
		<p>What is the actual or potential impact on disability?</p> <p>The proposals do not present any potential negative impacts at this stage in relation to Disability. The progression will be monitored throughout and</p>	<p>Not applicable</p> <p><input type="checkbox"/></p>

<p>should be the case please tick the not applicable box.</p> <p>If there is no impact, please state that there is no impact.</p>	<p>staff will be consulted to identify any impacts identified which could affect anyone from this or any of the other protected groups.</p> <p>The response function is acutely aware that 22% of the population of Merseyside is register disabled under the Equality Act & its impact on community risk and behaviours and will therefore look to work with colleagues within S&P and other function to ensure disability diversity is integral part of thinking and practice</p>	
	<p>What is the actual or potential impact on gender reassignment? The proposals do not present any potential negative impacts at this stage in relation to gender reassignment</p>	<p>Not applicable <input checked="" type="checkbox"/></p>
	<p>What is the actual or potential impact on marriage and civil partnership? . The proposals do not present any potential negative impacts at this stage in relation to marriage and civil partnership.</p>	<p>Not applicable <input checked="" type="checkbox"/></p>
	<p>What is the actual or potential impact on pregnancy and maternity? The proposals do not present any potential negative impacts at this stage in relation to pregnancy and maternity. This will be covered in the Service Instruction SI 0658 Maternity.</p>	<p>Not applicable <input checked="" type="checkbox"/></p>
	<p>What is the actual or potential impact on race? At this stage it is not believed that the Response proposals will have any negative impact on race. This will continue to be monitored as the plan is progressed for any impact on equality in connection with 'Race' or any of the other protected groups. The response function is acutely aware of the new census figures that reveals the BAME population of Merseyside is now 8%& its impact on community risk and behaviours and will therefore look to work with colleagues within S&P and other function to ensure race diversity is integral part of thinking and practice</p>	<p>Not applicable <input type="checkbox"/></p>
	<p>What is the actual or potential impact on religion and / or belief? The Response plans supported through sections 1-3 do not identify any negative impact on equality in connection with religion or belief and actually, Service Delivery objective 2 which progresses the introduction of</p>	<p>Not applicable <input type="checkbox"/></p>

		<p>a Hybrid model at Kirkdale fire station has been identified as a positive impact as the self-rostering nature of the system will allow staff to plan their shift around key festivals such as Eid, Passover, Ramadan etc. where they would wish to be celebrating with family rather than trying to use Leave or PH leave.</p> <p>The response function is acutely aware of the growing religious diversity of people and buildings within Merseyside & its impact on community risk and behaviours and will therefore look to work with colleagues within S&P and other function to ensure age diversity is integral part of</p>	
		<p>What is the actual or potential impact on sex (gender)?</p> <p>Across the majority of the proposals for progression through the 2023/24 Response functional plan no significant equality impacts have been identified in connection with sex. However, there may be some impact in relation to the introduction of a hybrid duty system at Kirkdale on those staff members with caring responsibilities, i.e. Parents, single parents, carers etc. as the system may not suit the needs of everyone. However, the option to work this system will be voluntary and the Service operates a further 4 different duty systems which offer a variety of options for staff.</p> <p>Flexible working requests would still be available to staff as per the current SI extant should staff members require to explore that route.</p>	<p>Not applicable <input type="checkbox"/></p>
		<p>What is the actual or potential impact on sexual orientation?</p> <p>Sections 1-3 of this EIA indicate that at this stage there is no perceived negative impact on individuals affected by the proposals in relation to sexual orientation. This will be continually monitored throughout the duration of the proposals being implemented for any equality impact on this or any of the other protected groups.</p>	<p>Not applicable <input type="checkbox"/></p>
		<p>What is the actual or potential impact on Socio-economic disadvantage?</p> <p>At this stage the EIA has shown that there is no perceived negative impact on individuals or communities in relation to socio-economic disadvantage and in fact there is a positive impact in relation to improved response, safety, service and effectiveness. The hybrid system at Kirkdale will provide a 10% uplift in salary for those wishing to work it. The areas that</p>	<p>Not applicable <input type="checkbox"/></p>

Kirkdale serves, such as Bootle, Vauxhall, Walton etc. have high areas of deprivation and will benefit in terms of improved response and service from having a hybrid station. Also, Socio-economic disadvantage is often linked to health problems and with the proposal of an IDMP to support NWAS in areas of high demand with calls such as EMR the public will benefit positively from a rapid and weighted response to cardiac arrest in conjunction with and support of NWAS.

The response function is aware of the separate work on socio economic factors that is being undertaken focusing on 29 high risk areas in terms of the cost of living/deprivation and social mobility and will look to contribute to the wider work

ACTION PLAN

What actions need to be taken in order to mitigate the impacts identified in sections 3,4 and 5?				
Impact	Action Required	Integrated existing work (yes/no) outline	Target Date	Responsibility
Age	Within an ageing population, ethnic diversity, levels of disability and deprivation the function will look to use diverse channels to raise awareness both in term of policy and practice & working with other functions.			
Disability -				
Pregnancy and Maternity -				
Race				
Gender reassignment				
Marriage and civil partnership				
Religion and / or belief				
Sex (gender)				
Sexual orientation				
Carers				
Other				
Deprived communities/socio economic				
How will these actions be monitored and where will the outcomes be reported? (Please describe below)				

Completed by (Please print name /Designation)		Signature Date	
Quality Assured by (Please print name /Designation)		Signature Date	

Name of responsible SLT member (Please print name /Designation)		Signature Date	
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Bibliography and Guidance documents

This bibliography provides details of all the documents and reports included within this EIA or the EIA guidance. The bibliography will also include Hyperlinks to other useful documents, reports, data, and webinars on our portal page or links direct to the websites which you may find helpful when completing your EIA. **Please note, that this is a live document, do not use an old copy of this form to complete a new EIA. Please ensure that you download a new copy from the portal, as the bibliography and links will be updated regularly to ensure you have access to the most recent data, articles and training.**

Documents referenced and hyperlinked within the form

National Fire Chiefs Councils (NFCC) [equality impact assessment template](#)

National Fire Chiefs Councils (NFCC) [Equality Impact Assessment Toolkit](#)

National Fire Chiefs Councils (NFCC) [Maturity Models and Workforce Good Practice Frameworks](#)

This document provides insight into the NFCC Maturity model and provides guidance on the following areas:

- Leadership Development
- Recruitment
- Learning Organisation
- Blended Learning
- Performance Management
- Employee Recognition
- Talent Management
- EDI
- Well Being
- HR Analytics

[Equality Diversity & Inclusion Resource Library](#)

The ED&I resources Library is located on the ED&I portal page and provides a suite of documents (detailed below) from a wide variety of sources, they may be internally produced reports or guidance, toolkits or data produced by the NFCC or partners. A list of the documents can be found below or you can access the complete library [here](#).

Disability related support including:

- [AFSA - Lets talk workplace disability](#)



Gender Related Resources including:

- [Fast Facts for patients – Menopause](#)

Pregnancy and Maternity Related Resources

Religion and Belief related resources including:

- [AFSA – 2021 Workforce Religion and belief Toolkit](#)

Sexual Orientation Related Resources

[AFSA Workforce Positive Action Toolkit](#)

[Dementia Friendly Emergency Services Guidance](#)

[NFCC Equality of Access to Services and Employment](#) which includes:

- NFCC Equality of Access to Services and Actions for the Vulnerable Rehoused Homeless
- NFCC Equality of Access to Services and Employment for Black Communities
- NFCC Equality of Access to Services and Employment for Neurodiversity
- NFCC Equality of Access to Services and Employment for LGBT Communities
- NFCC Equality of Access to Services and Employment for People from Asian Communities
- NFCC Equality of Access to Services and Employment for the Roma Communities
- NFCC Equality of Access to Services and Employment for People Living with Dementia
- NFCC Equality of Access to Services and Employment for People Living in Rural Communities
- NFCC Equality of Access to Services and Employment for Emerging Migrant Communities
- NFCC Community Risk – CRMP Equality Impact Assessment

These can also be found on the [NFCC website](#)

NFCC Toolkits

The NFCC have also created a number of toolkits to provide help and guidance these can be found here on the [NFCC website](#) or via the links below in the ED&I Resource Library

The toolkits currently available include:

- [Collecting and Disseminating of Equality, Diversity and Inclusion Data Toolkit](#)



- [Gender Diversity Toolkit](#)
- [Neurodiversity Toolkit](#)
- [Undertaking an Equality Impact Assessment Toolkit](#)
- [Staff Networks Toolkit](#)

Webinars

[NFCC Lunch and Learns](#) which include

- Neurodiversity
- Trans Visibility in FRS
- Racial Equality
- Bite Size techniques to avoid burnout
- Being part of the LGBT Community

Other useful Links and documents

[ED&I Annual Report](#) this report included our Staffing data, Gender and BAME Pay Gap analysis and recent reporting against our 5 Equality Objectives

[Diversity Events Calendar](#) the diversity calendar is helpful to understand what key dates are taking place throughout the year to assist with community engagement

[Knowing our Communities Data](#) this is a suite of documents, which provides data within each of the local Authorities, by different protected groups which include Age, Disability, Religion and Ethnicity.

[Service Instruction 0877 Resources to support managers and staff to implement the Equality & Diversity Policy](#)

- [Appendix 1 - Disability in the workplace information for staff and managers](#)
- [Appendix 2 - Reasonable Adjustments Support for staff & managers in the workplace](#)
- [Appendix 3 - Access to Work Support for staff and managers in the workplace](#)
- [Appendix 4 - Supporting people with Dyslexia in the workplace](#)
- [Appendix 5 - Supporting Staff during the Menopause](#)
- [Appendix 6 - Guidance for supporting employees returning from maternity; breastfeeding in the workplace Operational Firefighters](#)
- [Appendix 7 - Supporting Lesbian, Gay, Bisexual and Transgender \(LGBT\) staff in the Workplace](#)
- [Appendix 8 - Supporting Transgender staff in the Workplace](#)
- [Appendix 9 - Neurodiversity in the workplace](#)



[2021/22 Fire Statistics](#) this includes workforce data published by the government